



**ADVENTURE  
COMMUNITY  
ACTION**

**INDEPENDENT  
DIRECTOR**



## ROLE DESCRIPTION

<b>Employer</b>	British Mountaineering Council (BMC)
<b>Position</b>	Independent Non-Executive Director for BMC's Board of Directors
<b>Duration</b>	Initial term of 3-years from appointment; subject to ratification at the September 2025 AGM; possibility for second 3-year term
<b>Remuneration</b>	Voluntary position – travel and accommodation expenses covered only
<b>Frequency</b>	<p>The Board is scheduled to meet 8 times during 2025, with a mixture of evening virtual meetings and full day face to face meetings which most often will take place at the Manchester office. The Board Finance and Audit Committee will meet as an absolute minimum of 4 times / year and as frequently as is required to maintain good financial oversight</p> <p>In addition, there will be additional business between meetings (via email, correspondence/Teams calls / relevant reading) and in total the role is estimated to require a minimum of 30 days a year</p>
<b>Reporting to</b>	Chair, Board of Directors
<b>Location</b>	BMC, The Old Church, 177-179 Burton Road, West Didsbury, Manchester, M20 2BB

## **ELIGIBILITY**

To be eligible for appointment, candidates must be free from any close connection to the BMC within the last 4 years. This means that anyone applying for the role must not have been: on Members' Council; an employee; an officer of the BMC; or closely connected to any such persons in the last 4 years.

Applicants are expected to have a strong affinity for the work and responsibilities of the BMC, irrespective of whether or not they are existing members.

## ROLE OUTLINE

The BMC is seeking to appoint an Independent Director, with specialist experience and expertise in Finance/Accountancy.

The successful candidate must be a professionally qualified accountant and a member of a recognised accounting body (i.e. ACA, ACCA, CIMA or CIPFA)

This is an exciting opportunity to be involved with leading the BMC, using your skills and expertise in financial management and controls, and governance. The role will appeal to those who recognise the well-being benefits of active participation in outdoor activities, and who share our care and concern for the natural environment.

The role provides an opportunity to gain satisfaction from contributing to decision-making and scrutiny at a time when the BMC is seeking to grow its membership and enhance its services, whilst championing the environment in the context of increased outdoor participation. The successful candidate will also join at a time of increased focus following Olympic success and planned Paralympic participation.

The Board aspires to be both diverse and inclusive; encompassing a wide range of perspectives, approaches and experiences, which we believe are essential to driving further innovation, challenge and creativity within our sporting environment – mountain, crag and indoor. In line with this ethos, we are keen to achieve a more representative Board. We encourage applications from the widest range of backgrounds, particularly where there is often under-representation. We are particularly keen to encourage female, black, Asian and LGBT+ applicants, and applications from those with disabilities, faith and racial groups. We are committed to recruiting a board that is representative of society.

To ensure compliance with the Code for Sports Governance, the BMC is structured as follows:

- ▶ the Board: responsible for the strategic direction and organisational policy of the BMC and ensuring its financial viability and meeting legislative requirements
- ▶ Members' Council: acts as the representative body of the members and consults with and constructively challenges the Board on behalf of the members.
- ▶ CEO and staff: responsible for the day-to-day operation of the BMC.
- ▶ Members: required to approve major decisions of a constitutional nature at an AGM.

The new Independent Director will be expected to contribute to the stabilisation of the BMC and lead the organisation into a period of growth. They will be expected to Chair the Finance and Audit Committee (FAC).



# The British Mountaineering Council

Formed in 1944, we were established to be open to all and speak on behalf of mountaineers, climbers and hillwalkers, protecting spaces and supporting them in their activities.

Nearly 80 years later, more and more people are experiencing the enjoyment of being in the outdoors and recognising the benefits of active lifestyles for mental and physical health and wellbeing. Activities that can be shared across generations, in groups or individually.

We have always had a clear purpose: to make the climbing and outdoor experience of the people we represent as good as it can be. And while these activities have changed and participation has grown immeasurably over the years, this purpose holds as true as ever.

We campaign for freedom of access and the right to roam, we fund footpath repairs and run campaigns to clean up our hills; and we are continually working for improved access to and the conservation of places we love.

## What we do

We protect the future of hill walking, climbing and mountaineering so people can embrace adventure, both now and for generations to come. The freedom that adventure brings should be available to all, so we support and prepare people, share vital knowledge and give our community a strong voice.

## Where we do it

From rugged peaks to coastal cliffs, the BMC protects and repairs our wild places, collaborates to keep access open for all, and develops emerging climbing talent to create Olympic and Paralympic stars of the future.

## Who we do it for

The more people we can inspire, the better.

## Why we do it

We relish challenge in all its forms; from taking part, to performing at the highest level. Challenge enriches lives, provides mental and physical well-being and unifies our community.

## Our mission & values

### Community - Sustainability – Adventure – Aspiration - Respect

Our mission is to support our passionate community and inspire those curious about our activities to get out and enjoy them. We support and prepare you to be safe and responsible, whilst campaigning to ensure access to the great outdoors. We are custodians of these spaces and our environment for future generations.

As we grow towards 100,000 members, so does the strength of our voice on behalf of these important issues. We proudly live and breathe our values.

# PERSON SPECIFICATION

The successful candidate will have a dual role as a Board Director and Chair of the Finance and Audit Committee.

As an Independent Director, you will be a part of a team expected to analyse plans and strategic options in a constructive way, help lead and direct the future development of the BMC. The Board will look to you to lead on financial management and all of the associated financial compliance, risk and governance.

As Chair of the Finance and Audit Committee (FAC) you will lead a small committee that will make recommendations to the Board, authorise commitment to expenditure, grant and contractual agreements as delegated by the Board, and drive improvement in financial controls, policies, procedures and financial risk management. FAC meets 4 times per year.

The successful candidate may also find it useful to attend occasional meetings of the Members' Council which occur 4 times / annum, typically 2 of which are virtual and 2 of which are face to face.

There is also an opportunity to contribute to the work of various committees and task groups which report to the Board and which fulfil governance or specialist roles.

We encourage you to apply for this role if you feel you meet the key skills and experience listed below, even if you feel you do not have all of them. We are passionate about identifying the right people to help us develop and thrive.

The successful candidate will be able to demonstrate and apply their expertise to the following:

- ▶ Financial management (including budget setting)
- ▶ Risk management (including oversight of financial systems and controls)
- ▶ Chair the Finance & Audit Committee
- ▶ Corporate governance (including compliance with policies, and policy creation/adaption)

In terms of experience and characteristics, the candidate will possess the following:

- ▶ Relevant financial/accountancy qualifications
- ▶ Budget setting (experience within an NGB, or Professional Sport advantageous but not critical)
- ▶ Experience as a member of, or reporting to board or equivalent, ideally in a non-executive capacity
- ▶ Previous experience of strategic and operational planning
- ▶ Managing change and transformation
- ▶ Implementing new finance-processes and/or evolving current practice
- ▶ Operating at a Board level position
- ▶ Ability to consider complex issues with the aptitude to think creatively and strategically
- ▶ Skills to challenge, support and present views in a clear and concise manner
- ▶ Commitment to improving diversity and equality across the sport
- ▶ A passion for sport and a willingness to devote time, energy and effort to the BMC and its activities.





## HOW TO APPLY

Let us know why you are interested in applying for this role, by sending a covering letter, an up-to-date CV and details of two referees to [recruitment@thebmc.co.uk](mailto:recruitment@thebmc.co.uk) by 09:00 hours on Monday 14 October 2024.

Your application will be anonymised and will be reviewed by the Nominations Committee against the essential and desirable criteria as detailed.

Diversity is valued within our team. More than just encouraging your application, we're committed to conscious inclusion that (we hope) cultivates an ethos of belonging, connection, and shared purpose. It's this philosophy that drove us to shape our values and behaviours and we open our doors to those who share those values.

It would be appreciated if you could complete the [BMC's Equality & Diversity Monitoring Form](#) at the time of application.

## TIMELINE

<b>Tuesday 22 October 2024</b>	17.00 hours, closing date for applications
<b>Week commencing Monday 4 November 2024</b>	Virtual discussion to take place
<b>Week commencing Monday 11 November 2024</b>	Face to face discussions to take place at the BMC Manchester office

Please note the BMC reserves the right to adjust time scales if required and we may not be able to provide feedback to all candidates.

The BMC is unable to cover any costs incurred with the interview process.



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